

## **Sen. Bernie Sanders**

### **1. What, in your opinion, is the biggest threat facing unions today?**

The Trump administration, the conservative justices on the Supreme Court, and the billionaire class are engaged in class warfare against the workers of this country. Virtually all of the power rests with employers and large corporations, and Republicans are doing everything they can to keep that power out of the hands of workers. What the Waltons, Jeff Bezos, the Koch brothers and other billionaires understand is that if they are able to destroy unions in America, workers without unions will find it very difficult to get the kind of wages and benefits that they need.

In Bernie's view, there is really no way the middle class in this country is going to grow unless we build the union movement.

The statistics are very clear that workers in union companies are earning better wages and have far better benefits than nonunion workers. And the working people in this country know it. In overwhelming numbers, workers want to join unions.

But it is increasingly difficult for them to do so. That is because of the power of employers to intimidate workers, to threaten to move their companies away, and to fire workers who are trying to organize. So it is very, very difficult now for workers to have a union. That has got to change.

### **2. Do you support card check?**

- Yes, Bernie's Workplace Democracy Act includes card check certification, as well as mandating that employers come to the table to bargain within ten days of certification.

### **3. Do you support a repeal of part or all of Taft-Hartley/the Labor Management Relations Act of 1947? If in part, which parts? If not, why?**

- Yes, Bernie would repeal Section 14(b) of the Taft Hartley Act to eliminate so-called "Right to Work for Less" laws in states and repeal the ban on secondary boycotts and

picketing.

**4. Do you envision spearheading any other changes to labor law as president? If so, what?**

- In addition to mandating a majority signup process and eliminating “Right to Work for Less” laws, The Workplace Democracy Act that Bernie will sign into law would:
  - Enact “first contract” provisions to ensure companies cannot prevent a union from forming by denying a first contract.
  - Expand the definition of “employer” to stop companies from abusing worker through franchisee agreements and through labeling employees as independent contractors or supervisors.
  - **Expand and update the persuader rule.**
- In addition to The Workplace Democracy Act, As President, Bernie will sign into law:
  - The Raise the Wage Act, which would raise the federal minimum wage to \$15 an hour and index the minimum wage to increase with the median wage growth in the future.
  - The Stop WALMART Act (Stop Welfare for Any Large Monopoly Amassing Revenue from Taxpayers Act). This legislation would prohibit CEO pay from being 150 times the median pay of all employees and corporations from buying back their own stock unless all of their employees are paid at least \$15 an hour.
  - Legislation that would require companies to elect workers to their boards.
  - Legislation to provide workers with the tools and funding needed to convert businesses into employee-owned businesses and expand employee-ownership in this country.

**5. What is your overall plan to strengthen union rights?**

- As President, Bernie will make it easier for workers to join unions by passing the Workplace Democracy Act. This legislation would protect union workers by ensuring companies do not deny or delay a first contract with workers who have unionized, protect their right to secondary boycotts and picketing, and prohibits employers from misclassifying their employees as independent contractors or supervisors to exploit

their work hours without proper compensation. Under the Workplace Democracy Act, workers would also have the right to know if their company spends huge amounts of money to run anti-union campaigns. Bernie understands when the United States has strong protections for unions, we have a strong middle class.

## **Sen. Elizabeth Warren**

### **1. What, in your opinion, is the biggest threat facing unions today?**

Money and power is extremely concentrated in our country -- and that concentrated money and power has made one attack after another on unions.

The rich and the powerful have teamed up with the Republican party to push for measures at all levels of government designed to decimate unions and collective bargaining:

- “right to work” in 26 states, as well as “right to work” laws in counties and local jurisdictions;
- endless, well-financed litigation designed to whittle away at exclusive representation, prevailing wage laws, and agency fees;
- stacking the NLRB, the FLRA, and the National Mediation Board with appointees who not only represented industry and employers throughout their professional careers, but who continue to do so after their appointments;
- regulatory capture of agencies charged with enforcing labor law, employee health and safety laws, and wage-and-hour laws;
- and political leaders waging open and vicious campaigns against employees seeking to unionize, such as during the UAW-Volkswagen organizing in Tennessee or the Machinists-Boeing organizing in South Carolina.

This is a coordinated attack, designed to transfer money and power away from working Americans to corporate executives and big money shareholders.

### **2. Do you support card check?**

Yes

### **3. Do you support a repeal of part or all of Taft-Hartley/the Labor Management Relations Act of 1947? If in part, which parts? If not, why?**

I have introduced legislation to repeal Section 14(b) of the Taft-Hartley Act, which currently gives states the ability to ban union security agreements or "right-to-work" laws.

I would also like to repeal the secondary boycott provisions of the LMRA, which would allow labor organizations to gain strength by boycotting or attempting to stop others from purchasing

products, performing services, or doing business with another company engaged in a labor dispute.

I would also like to repeal the “supervisory” statutory exclusion from the LMRA because it is an overly broad exclusion that robs too many relatively low-level employees with any “supervisory” authority from the right to organize and engage in collective bargaining.

I would also like to repeal the provisions in the LMRA that allow the President and federal courts to enjoin lawful strikes that pose a threat to national health or safety. Far too often, these injunctions have been invoked in strikes not because there is a genuine threat to national health or safety, but rather to curb the power of unions engaging in lawful strikes. For example, President George W. Bush’s invocation of the Taft-Hartley injunction in the West Coast port strike by the ILWU in October 2002 was an abuse of the injunction power simply to put a thumb on the scale against the union.

#### **4. Do you envision spearheading any other changes to labor law as president? If so, what?**

I would push to ban permanent replacement of economic strikers. Allowing an employer to replace strikers permanently essentially hollows out the right to strike. That’s wrong and it needs to end.

#### **5. What is your overall plan to strengthen union rights?**

Unions built America’s middle class, and they will rebuild America’s middle class. Strengthening America’s labor unions will be a central goal of my Administration.

Here are just a few of my priorities:

- Ban so-called “right to work” laws
- Appoint members to the NLRB who have a history of fighting for workers and who are committed to fighting for workers’ rights, including by making sure employers can’t misclassify workers as independent contractors.
- For home healthcare workers, we can make it easy for the state to withhold from the medicare funds the union dues for our home healthcare workers so that they can organize and be a strong union.
- Make sure union members have a real voice in any trade deal negotiations
- Pass my Accountable Capitalism legislation, which would empower workers to elect no less than 40% of board members at big American corporations

- Use the bully pulpit of the presidency to support workers (as I have done with the recent teachers' strikes in Oklahoma and Arizona).

**Sen. Kirsten Gillibrand**

**1. What, in your opinion, is the biggest threat facing unions today?**

Senator Gillibrand believes right to work laws and the Trump Administration's attempts to weaken worker protections are the biggest threats facing unions and working families today.

**2. Do you support card check?**

Yes.

**3. Do you support a repeal of part or all of Taft-Hartley/the Labor Management Relations Act of 1947? If in part, which parts? If not, why?**

Yes, Senator Gillibrand co-led the *Protecting Workers and Improving Labor Standards Act*, which would repeal Section 14(b) of the Taft-Hartley Act, the provision that enables states to pass "right to work" laws. This legislation would allow the federal government to preempt the states' ability to undermine unions in the collection of dues from their members. Additionally, she co-led the *Workplace Democracy Act*, which also would repeal Section 14(b) of the Taft-Hartley Act.

**4. Do you envision spearheading any other changes to labor law as president? If so, what?**

Senator Gillibrand's priorities will be to strengthen worker and union rights, making long-overdue improvements to the nation's labor laws to provide more workers with the protections and voice in the workplace that they deserve. Senator Gillibrand also believes other fundamental reforms are required to make the economy work for all Americans. These proposals include achieving genuine full employment, increasing the minimum wage and indexing it to median wage growth, ensuring equal pay for equal work and closing the gender wage gap, combating outsourcing and rewarding work, and preparing students for in-demand jobs of the future.

**Supporting worker and union rights:**

- She was an original cosponsor of the *Workplace Democracy Act*, which would remove unnecessary hurdles to forming a union and ensure employers can no longer avoid responsibility and prevent workers from organizing or receiving other labor protections by designating certain workers as independent contractors or supervisors.

- Senator Gillibrand introduced, with Senators Warren and Brown, the *Protecting Workers and Improving Labor Standards Act*, which would eliminate so-called “right-to-work” laws. This legislation would allow the federal government to preempt the states’ ability to undermine unions in the collection of dues from their members.
- Senator Gillibrand was an original cosponsor of the *Workplace Action for a Growing Economy (WAGE) Act*, which amends the National Labor Relations Act (NLRA) to increase workers’ rights and protections for all workers, union or not. The bill includes new remedies for workers who have been fired or retaliated against for organizing like doubling back pay, establishing a private right of action to bring suit to recover damages, immediate injunctions to return fired workers to their jobs, and harsher employer penalties. This bill also strengthens National Labor Relations Board protections for collective bargaining.
- Senator Gillibrand is an original cosponsor of the *Protecting the Right to Organize Act*, which would overhaul federal labor law through the following provisions, among others:
  - Preventing employers from misclassifying their employees to avoid protections like overtime or the ability to collectively bargain
  - Facilitating first contracts between companies and newly certified unions.
  - Allowing unions to collect fair-share fees that cover the costs of collective bargaining and administering the agreement to prevent free-riders.
  - Safeguarding workers’ access to justice by clarifying that employers may not force employees to waive their right to engage in collective or class-action litigation.
  - Removing prohibitions on workers acting in solidarity with workers at other companies and protects the right to strike without being fired.

#### Achieving full employment:

- Senator Gillibrand will make full employment a national priority, by using apprenticeship programs, not-for-profits, and community colleges to train local workers for real, available, good-paying jobs in their communities. She believes that every person who is under-employed or unemployed should be guaranteed access to job training, for better-paying work in their fields of interest and in their communities. Senator Gillibrand would create a national job training program that will provide training to those who need it. Unions have historically played a central role as training providers and would be central to this national program. By giving workers the training



they need, workers can secure higher-paying jobs and work their way into the middle class.

Increasing the minimum wage:

- Senator Gillibrand is an original cosponsor of the *Raise the Wage Act*, which would raise the federal minimum wage from the current \$7.25 an hour to \$15 by 2024. The bill would also index the minimum wage going forward to match changes in the national median wage, and eliminate subminimum wages like the tipped wage.

Closing the gender wage gap:

- Senator Gillibrand is an original cosponsor of the *Paycheck Fairness Act*, which adds protections to the Equal Pay Act of 1963 and the Fair Labor Standards Act in an attempt to close the gender wage gap. It would ban salary secrecy, increase penalties for employers who retaliate against workers who share wage information and allow workers to sue for damages of pay discrimination. The bill would also provide more training for employers on collecting pay gap information and eliminating pay disparities.

Combating outsourcing and rewarding work:

- Senator Gillibrand passed into law the *Made in America Manufacturing Communities Act*, which will invest federal resources to help create new, good-paying jobs and boost local economies across the country to make critical federal investments to grow the manufacturing sector.
- She also passed into law the Main Street Employee Ownership Act, which improves access to capital and technical assistance to transition small businesses to employee ownership, rewarding workers and saving thousands of small companies and jobs. Employee ownership rewards workers, paying 5 to 12 percent more and with workers having 2.2 times more in retirement savings as well as greater job stability. Furthermore, employee ownership helps prevent layoffs and creates locally rooted jobs. Employee-owned businesses are less likely than comparable businesses to lay off workers in economic downturns, and give workers a voice in decisions related to outsourcing.

- Senator Gillibrand co-led legislation to help prevent the loss of jobs through outsourcing and bring back good-paying jobs to the United States. The *End Outsourcing Act* would require the federal government to consider, when awarding over \$550 billion in federal contracts, whether a company has outsourced jobs and would prohibit any federal tax rewards to companies that have shipped jobs overseas. It also would give new tax incentives to companies that bring foreign jobs back to the United States.
- She is focused on passing the TAA for Automation Act, which would help workers whose jobs are at risk due to automation. The bill would provide Trade Adjustment Assistance (TAA) benefits, including job training and reemployment services, to workers who are displaced due to automation.
- Senator Gillibrand is also pushing to pass the *Reward Work Act*, which improves disclosure of repurchases and requires public companies to give workers the right to directly elect one-third of their company's board of directors. Since the Republican tax bill passed, corporations have announced more than \$225 billion in stock buybacks, overwhelmingly benefiting corporate executives and wealthy shareholders, and leaving the middle class behind. Corporate boards—often at the urging of activist investors—now spend an inordinate amount of their profits buying back their own stock and issuing dividends, leaving minimal resources for long-term investments in workers, training and innovation.

Preparing students for in-demand jobs of the future:

- She introduced the *Classroom to Careers Act*, bipartisan legislation that would give students employment experience, in both part-time and full-time jobs, through the Federal Work-Study Program. It will help them afford the cost of college and give them valuable skills in their field of study so they are better prepared to land a good job following graduation.
- She is focused on passing the *Jumpstart Our Businesses by Supporting Students (JOBS) Act* to help students better afford quality skills training through Pell Grant funding. This bipartisan legislation would expand Pell Grant eligibility to cover high-quality and rigorous short-term job training programs. Eligible programs would include training programs in engineering and high-tech manufacturing that could lead to a job in advanced manufacturing and training programs in coding for a job in cybersecurity.
- She also passed laws to prepare students of future in-demand careers.

- The *Computer Science Career Education Act* would help provide more opportunities for students to learn computer science skills and prepare them for in-demand careers, especially women, minority, rural, and low-income students who are underrepresented in STEM careers.
- The bipartisan *21st Century SHOP CLASS Act* would help train students on advanced manufacturing technologies so they are inspired and prepared to take career paths in today's manufacturing.

## **Gov. Jay Inslee**

### **1. What, in your opinion, is the biggest threat facing unions today?**

American workers built history's largest middle class and unprecedented opportunity through generations of sacrifice and labor to create a better future for themselves, their families, and the entire country. Labor remains the backbone of American economic and industrial might. But for the past several decades, workers and unions have been squeezed by stagnant wages and relentless attacks by increasingly powerful corporations and right-wing special interests. And since 2017, President Trump has used his Supreme Court nominations — including one that ought to have been filled by Judge Merrick Garland — to name justices more interested in advancing a partisan Republican political agenda than in impartially applying law and precedent. Unions and workers, especially our public sector employees, have rarely been under greater threat than they are today.

I'm proud of what we've accomplished to help our union workers fight back. I signed legislation this year that allows our public employees to continue to organize and represent their members in a post-Janus legal environment. Since Janus was ruled on by the Supreme Court, we've seen a 10% increase in union membership in Washington state. We've also raised passed the nation's best Paid Family and Medical Leave Plan, raised our state minimum wage so that it's tied for highest in the nation, passed paid sick leave statewide, and established an unprecedented labor-management partnership to train tens of thousands of home health care workers. Washington state has had the nation's fastest-growing economy and been ranked the best state in the nation precisely because of these investments we've made in working families, not despite them.

But fighting back against the powerful special interests that are determined to stamp out the rights of workers across America requires a plan to apply this Washington state model to the entire country. And that's what I'm proposing in my Evergreen Economy Plan.

### **2. Do you support card check?**

Absolutely. My Evergreen Economy Plan includes expanding union organizing by amending the National Labor Relations Act to recognize the establishment of a represented collective bargaining unit when a majority of workers vote to form a union or a majority of workers sign authorization cards to join a union, and to set standards for swiftly establishing first contracts

between employers and bargaining units. Additionally, I was proud to co-sponsor the Employee Free Choice Act, and to vote against Republican attempts to ban card-check.

**3. Do you support a repeal of part or all of Taft-Hartley/the Labor Management Relations Act of 1947? If in part, which parts? If not, why?**

Yes. In my Evergreen Economy Plan, I propose repealing provisions of the federal Taft-Hartley Act that permit so-called “right-to-work” (RTW) laws in states. RTW laws: result in lower wages for workers living in states that have them relative to their counterparts living in non-RTW states; limit workers’ rights to collectively bargain or protect themselves from predatory employers; and are purposefully designed to eviscerate union membership. Eliminating these laws will ensure that everyone who benefits from union representation pays their fair share of that representation.

**4. Do you envision spearheading any other changes to labor law as president? If so, what?**

Absolutely. I support achieving a \$15/hour minimum wage across America by 2024, as well as establishing a national paid sick leave law. I would also, as president:

- Incentivize municipalities to co-enforce labor laws and standards, such as wage laws, by contracting with labor unions and community organizations for that purpose, as Seattle and other cities have done.
- Robustly protect the rights of workers when employers break existing labor law by discouraging or preventing workers from collectively bargaining or otherwise retaliate against workers, through swift and consistent enforcement of federal law to force changes in corporate behavior and give worker-organizing efforts the opportunity to succeed. The Protecting the Right to Organize Act proposed by Rep. Bobby Scott and Sens. Patty Murray and Sherrod Brown, provides a detailed road map of the specific actions needed.
- Appoint members of the National Labor Relations Board (NLRB) who would enforce the 2015 Browning-Ferris ruling on Joint Enforcement Standards.
- Give and employers alike fair, predictable, and timely adjudication of cases before the NLRB by evaluating potential improvements like expanding opportunities for industry-wide collective bargaining; reforming the NLRB adjudication process; and reviewing the impact of federal preemption of local labor law.

- Propose new protections that would end forced arbitration clauses in employment contracts. This comes in response to the Epic Systems v. Lewis decision and is similar to the approach taken by Reps. Nadler and Scott and Sen. Murray in their Restoring Justice for Workers Act.
- Modernizing the nation's overtime rules to protect and adequately compensate millions of workers who put in more than 40 hours a week, but receive no overtime pay.
- Require Community Benefits Agreements (CBAs) to ensure that the benefits of new investment in economic development creates broadly shared public value.
- Require that federally funded construction and infrastructure projects sign Project Labor Agreements to ensure fair wages for all jobs and prevent a race to the bottom on wages and employment standards.
- Strengthen Prevailing Wage Laws by extending Davis-Bacon Act requirements to all federally funded projects, regardless of source of funds, and to all federal contractors.
- Establish protections for workers who decide to share salary and benefit information to strengthen their ability to bargain for better pay, as we have done in Washington state.
- Heavily restrict the use of non-competition agreements and "no-poach" agreements that limit a worker's ability to move to different jobs or seek better wages. These policies are a model for the nation.
- Utilize the Office of Federal Contract Compliance Programs to increase enforcement and transparency by requiring companies that apply for federal funds to report on their compliance to workplace laws, and fix compliance problems before they receive federal funds.

## **5. What is your overall plan to strengthen union rights?**

My Evergreen Economy Plan is not only a comprehensive vision to build a clean energy economy that will create 8 million good jobs over 10 years. It is also a plan to re-unionize the American economy and empower workers in every industry with new tools to collectively bargain, challenge racial and gender inequality, and close the gap in wealth and prosperity. It will do this not just for clean energy workers, but for workers in every field and industry. And it's based on built on what has made Washington state the fastest-growing economy in America and to be ranked the [best state in the nation](#)—supporting modern job-training programs, raising wages, and protecting workers' rights and families.

This is a top priority for me because he sees every day in Washington state, which has the third-highest share of union representation in America, how strong unions empower workers and level the economic playing field for them in an economy that has been increasingly tilted in the favor of CEOs and corporations. The right to organize a union is an essential part of ensuring

that public investments in a clean energy-powered economy create good jobs with family-supporting wages for everyone — regardless of race, gender or geographic location. Washington state has succeeded in large part because it has invested in expanding unions and building worker power. This success is a model for America, and that is why Governor Inslee's Evergreen Economy Plan makes worker organizing in every sector an essential part of America's economic success in a clean energy future.

**Rep. Eric Swalwell**

**1. What, in your opinion, is the biggest threat facing unions today?**

One of the greatest attacks, at least as it relates to public sector unions, has to do with those who advocate for privatizing the public sector workforce. A prime example is the growth of charter schools with a non-unionized workforce that doesn't have to play by the same rules or maintain the same standards related to the students they serve.

Last year's Janus v. AFSCME ruling and the Trump Administration's executive orders have dramatically undermined union activity and its power. Janus was one of the biggest blows to union strength, as the Court sided with corporate interests and the Trump Administration and effectively banned fair share fees for public sector unions. The 5-4 razor-close decision now forces unions to provide support and other services to nonmembers for free.

And President Trump has issued a series of executive orders, one of which cuts the amount of "official time" workers can spend on union duties, in addition to restricting access to union resources, and other tactics that weaken collective bargaining.

Trump's National Labor Relations Board imposed limitations on workers' ability to decide with whom they can form a union. This tactic weakens union power by making it easier for employers to allow workers who opposes unions into bargaining units.

Another threat to unions and their workers is the persistent campaigning by the GOP and its allies to eliminate the Davis-Bacon Act, which requires contractors to pay prevailing wages on federally funded construction. This law must be protected; we cannot let the GOP drive workers' wages down.

Trump and his allies have also been using pensions to attack collective bargaining and weaken unions. While the elimination of public pensions system is an advantage for financial planners and companies that make money off the profits of 401(k) plans, it does not help workers. President Trump's Treasury Department reversed the Obama Administration practice that banned pension plans to buy out current retirees for a one-time lump sum. This has made many elderly workers vulnerable. As President I will make sure that public pension systems remain strong and benefit those who need it most.

Further, "Project Labor Agreements" (PLAs) are being threatened. The Trump Administration has undermined PLAs by encouraging firms to classify employees as independent contractors



with few rights. This empowers businesses and undermines workers' powers to negotiate. Today, millions of employees are currently misclassified as independent contractors.

The Trump Administration is also making it harder for employees to communicate using email and company-owned computers. In 2018, it was recommended that the Labor Board abandon a 2014 decision and revert to a previous standard that allowed employers to prohibit the use of their email systems.

**2. Do you support card check?**

I absolutely support card check.

**3. Do you support a repeal of part or all of Taft-Hartley/the Labor Management Relations Act of 1947? If in part, which parts? If not, why?**

I support the repeal of Taft-Hartley, as it has a negative impact on the labor movement. This legislation enabled "right-to-work" laws which have systematically weakened the labor unions and workers protections. In particular, it has prevented workers' ability to organize for better pay and benefits, resulting in a "free-rider" situation – workers avoid paying dues but maintain the benefits gained through union-negotiated contracts. The repeal of Taft-Hartley would be a crucial step in restoring worker rights.

We must protect workers and improve labor standards. Repeal of this bill would be a step in that direction.

**4. Do you envision spearheading any other changes to labor law as president? If so, what?**

Our labor laws need updating to benefit workers. As President I would advocate for stronger protections for workers to organize, to stand together to fight for better working conditions, and a fair living wage. Today, wages are flat and too many Americans living paycheck to paycheck, just one emergency away from losing their home or being evicted if they are renting. We cannot let the backbone of our country, our workers, our middle class, fall through the cracks.

As a Congressman, I have been a backer of higher wages and better worker protections. Among many others I have cosponsored the following bills that would accomplish these goals:

- Protecting Workers and Improving Labor Standards Act – bars state "right-to-work" laws;
- Paycheck Fairness Act – reduces gender wage gap;

- Raise the Wage Act – increases the federal minimum wage to \$15; and,
- Equality Act - extends federal workplace protections to LGBTQ individuals.

I have voted on dozens of bills supporting labor. Here are a few which demonstrate that:

- I voted against HR 1120, Preventing Greater Uncertainty in Labor-Management Relations Act. This bill prohibited the National Labor Relations Board from taking any action that requires the minimum number of members necessary to conduct business, including appointing any personnel and implementing any decision, rule, vote, or other action taken on or after January 4, 2012.

- I voted yes on H.R. 252: Providing for consideration of the bill (H.R. 7) to amend the Fair Labor Standards Act of 1938 to provide more effective remedies to victims of discrimination in the payment of wages on the basis of sex, and for other purposes, and providing for consideration of the resolution (H. Res. 124) expressing ...opposition to banning service in the Armed Forces by openly transgender individuals.

I voted yes on H.R. 2474: To amend the National Labor Relations Act, the Labor Management Relations Act, 1947, and the Labor-Management Reporting and Disclosure Act of 1959, and for other purposes.

## **5. What is your overall plan to strengthen union rights?**

It is imperative that we strengthen the country's unions and the rights of the country's workers. We are seeing the lowest rate of unionization in decades. This decline in unionization has had a direct correlation to the widespread inequality the country is experiencing.

To increase union membership, protect workers and strengthen union rights my plan includes:

- Strengthen workers' rights to strike and organize.
- Raise the federal minimum wage to \$15 an hour.
- Make it easier for workers to form and join unions.

- Ban “right to work” laws.
- Reverse the Supreme Court’s Janus v. AFSCME
- Bring tougher penalties for employers who refuse to bargain and violate labor laws.

In addition, I would challenge the country to invest in apprenticeship programs, to have Project Labor Agreements for every dollar spent on infrastructure, and to implement local hire requirements.

Most importantly, my plan includes reversing the damaging executive orders that the Trump Administration has imposed which have weakened bargaining power, undermined workers ability to organize and negotiate and put more power in the hands of corporations.

As President I will advocate for the permanent repeal of the Affordable Care Act’s “Cadillac tax” on high-value health insurance plans. That tax, now on hold, would hit unionists’ plans especially hard.

I also would support a skills bridge program to the green economy. This program would create good paying union jobs. Climate change should not start an argument, it should and can start union members working.

The AFL-CIO knows where I stand: It gave me a 98 percent lifetime score for my record of voting “with working people.”

I’d also note that my campaign staff voted to unionize with the Teamsters – they were sworn in May 7. Labor rights shouldn’t stop at the campaign HQ’s door.

## **6. What is your position on the PRO Act?**

I endorse the principles of the PRO Act, including its expansion and protection of collective bargaining rights from organizing to contract negotiations to strikes; its setting of civil penalties for National Labor Relations Act violations; forcing employers to identify hired union-busters; and more. I’d like to see more, in this legislation or another bill, that speaks to independent contractor issues; as the gig economy grows this will become a more and more pressing issue requiring action.

## **Former Rep. Beto O'Rourke**

### **1. What, in your opinion, is the biggest threat facing unions today?**

Unions strengthen our economy by raising wages, protecting workers, and bolstering our democracy through the empowerment of workers. But unions and worker rights are under attack from right-to-work laws, to low penalties for labor violations, to unfair scheduling rules, to forced arbitration and non-compete clauses. It is not a coincidence that when union representation was at its greatest levels, our country enjoyed its greatest shared prosperity. By 2010, however, union membership had fallen to rates not seen since the 1920s and income equality reached similar depths. As President, Beto will fight to ensure that every worker has the right to join and form a union. He also will fight for their ability to hold employers accountable for unjust treatment by increasing enforcement efforts and banning mandatory arbitration.

### **2. Do you support card check? What is your position on the PRO Act?**

Beto supports majority signup or card check as a mechanism for allowing workers to form a union. But that's only one change he thinks we need to re-empower workers. Beto also supports the provisions of the Protecting the Right to Organize Act (PRO Act), which would create meaningful penalties for employers that violate workers' rights, prevent interference in union elections, enable unions to collect "fair share" fees, ensure workers who have certified a union can get a first contract, allow for secondary boycotts and pickets, and prevent employers from misclassifying their employees.

### **3. Do you support a repeal of part or all of Taft-Hartley/the Labor Management Relations Act of 1947? If in part, which parts? If not, why?**

Beto supports changing the Taft-Hartley Act in order to eliminate state right-to-work laws. More broadly, he believes our labor and employment laws must be updated so that they empower workers and ensure that all workers have the ability to join or form a union. Our labor and employment laws were written 70 years ago and do not reflect the current economy. These laws were written to intentionally leave out certain types of workers, such as agricultural and domestic workers, who were and continue to be predominantly people of color and women. We must update our laws so that all workers have core rights and benefits – the right to join or form a union; the right to a livable wage; the right to health care and paid leave; the right to save for retirement. That means extending protections like the right to join a union to agricultural and domestic workers, but also all public sector workers, independent contractors, and even low-level supervisors. We also must expand access to education and training programs. Young

people today will change jobs an average of 11.9 times by the time they are 40 years old. Workers will need support as they make those transitions.

#### **4. Do you envision spearheading any other changes to labor law as president? If so, what?**

Beto believes we must do more to empower workers and protect their rights. For example, as a member of Congress, he worked to protect a worker's right to bring complaints against an employer. Mandatory arbitration clauses require workers and customers to waive their right to sue. As a result, nearly 60 million American workers have given up their right to go to court. Workers are much less likely to be able to expose illegal practices such as wage theft, overtime violations, and job discrimination. As a Member of Congress, Beto introduced a bill that would have prohibited businesses from including a confidentiality clause in their arbitration agreements related to discrimination claims (Mandatory Arbitration Transparency Act of 2017) and cosponsored a bill that would have ended mandatory arbitration for everyday consumers and workers. (Arbitration Fairness Act of 2017).

#### **5. What is your overall plan to strengthen union rights?**

As president, Beto will:

- Work with Congress to ensure every worker has the right to join or form a union as well as the right to deduct a portion of their pay for unions or other worker organizations. He would also prevent the misclassification of workers.
- Significantly increase employer penalties for interference with worker organizing -- so that they are not just a cost of doing business -- and increase investments in enforcement mechanisms designed to protect workers;
- Bring together a wide range of workers, employers and community stakeholders to set industry- or occupation-wide workplace standards.
- Ensure that federal funding – for contracts, loans or grants - that creates or supports jobs is tied to fair wages and the right to organize.

**Rep. Seth Moulton**

**1. What, in your opinion, is the biggest threat facing unions today?**

Unions make sure hard work pays off for those who actually do it. But decades of legislative and legal hostility towards the labor movement have brought unionization rates to an all time low. We need to address this decline and rebuild the institutions that build America. My answers below demonstrate my plan for how.

**2. Do you support card check?**

Yes, I support national card check legislation. Survey data demonstrates that 48% of Americans would vote to join a union if given the opportunity. With a current national unionization rate of 10%, passing card check nationally would help more workers who want to join a union actually do so.

**3. Do you support a repeal of part or all of Taft-Hartley/the Labor Management Relations Act of 1947? If in part, which parts? If not, why?**

We should preserve the positive aspects of this law and repeal the unnecessary elements. This law was drafted during the beginning of Red Scare and--partly as a paranoid response to Soviet communism--contained a McCarthyist loyalty pledge that was later struck down by the U.S. Supreme Court. It also contains unnecessary constraints on union organizing, such as the ban on secondary strikes. Those aspects of the law are dated and harmful, and they need to go. But there are positive elements of the law as well, such as granting the president power to delay strikes and guide mediation for matters of national security. Those elements should remain in place.

**4. Do you envision spearheading any other changes to labor law as president? If so, what?**

I would push for national card check, fair share payments, and pursue fair scheduling laws to make sure workers get the reliable work hours they need to balance their work and home life.

**5. What is your overall plan to strengthen union rights?**

The Supreme Court's Janus decision allowed workers to reap the benefits of a union without paying for it. Republicans call that "right to work"--I call it free-riding. Therefore, as president, I would push for national card check, fair share payments, and pursue fair scheduling laws--but I'd

also appoint Supreme Court justices who know the importance of unions. Then we can overturn harmful decisions like Janus.

**6. What is your position on the PRO Act?**

I support the PRO Act and plan on joining my Democratic colleagues who are cosponsors of the legislation. Fair share payments are necessary so that unions can negotiate wage increases for all workers.

## **Marianne Williamson**

### **1. What, in your opinion, is the biggest threat facing unions today?**

The biggest threat facing unions today is employer hostility to unions making it hard to organize new members and bargain effectively for current members. This administration has backed up employer attacks on unions.

### **2. Do you support card check?**

Yes. Currently, unions sign workers up for a union and petition to the National Labor Relations Board for an election, and employers try to stop them. Card check means if a majority of workers sign up for a union, the union is automatically recognized.

### **3. Do you support a repeal of part or all of Taft-Hartley/the Labor Management Relations Act of 1947? If in part, which parts? If not, why?**

YES, I support the repeal of all the Taft-Hartley Act which was passed to weaken unions. It prohibited secondary boycotts in solidarity with other workers. In addition to restrictions on unions, it opened the door to right to work states where unions bargain for and represent all the workers but workers are not required to pay union dues. Even non-paying workers can file grievances and the union must represent them. This is unfair.

### **4. Do you envision spearheading any other changes to labor law as president? If so, what?**

Yes, I would support more changes to labor law. Unions helped build our middle class in America. I support changes to labor that support unions. We need to strengthen unions because they are the best group to counter wealth and income inequality, and to fight for safety in the work place. For example, I'd support legislation or an executive order, barring companies, found guilty of unfair labor practices, from federal contracts.

### **5. What is your overall plan to strengthen union rights?**

My overall plan to strengthen unions includes the following;

- Workers on Board's: their voices are heard in the board room. We would encourage companies to include workers on their boards. A good goal is to have 40% of the voting members of boards of directors be employee representatives chosen by the workers. If workers are on the Board of Director's, creating a union is easier and ending a union is much more difficult.
- Support the PRO Act.
- Support Card Check: for easier union organizing
- Repeal Taft-Hartley.



- Enforce Fair Labor Practices.

**6. What is your position on the PRO Act?**

I support the PRO Act. It would shore up workers' rights to strike, to organize, and to pursue litigation against employers that violate their rights. It would ban employers from forcing hires to sign away their right to pursue collective or class-action litigation and from permanently replacing workers who go on strike. It would also require employers to begin bargaining a contract no later than ten days after a union has been certified.